

# ADOT's EIT Program

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# 2004-2008 Statistics

## ► 8 Recruitments

- Every Academic Semester

## ► 46 New Engineers

- 1 Geological
- 2 Mechanical
- 1 Electrical
- 42 Civil

## ► 16 have Masters

## ► 12 Passed PE

# ➤ 11 New EIT's





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# 2004-2008 Statistics

- ▶ 20 EIT's Currently in the Program
- ▶ 42 Remain with ADOT
  - -3 Engineering/Development Firms
  - -1 Discharged
  - 1 Graduate School but Returned!!!
- ▶ Starting Salaries
  - have gone from \$34,549 to \$47,731

# Where Do They Go?

- ▶ Traffic Group = 4
- ▶ Roadway Group = 10
- ▶ Tucson District = 6
- ▶ Bridge Group = 1
- ▶ Phoenix District = 2
- ▶ Valley Project Management = 2

# EIT Program Overview

- ▶ Applicants must have a BS in Civil Engineering or closely related
- ▶ Program is 18 months with an additional 6 months in chosen area of specialization
- ▶ Construction (Rural or Metro) and Roadway Design are mandatory four month rotations
- ▶ Remaining choices are two months each – over 15 areas to choose from
- ▶ Each EIT schedule is designed based on their interest

# EIT Program Overview

- ▶ EIT is to be a productive member of the work team assigned
- ▶ EIT's are evaluated at the end of each rotation
- ▶ EIT must pass the EIT exam within their first 18 months
- ▶ After 18 months in the program, they are eligible for Release from U/F to Transportation Engineering Specialist
- ▶ Between 18 and 24 months they seek and achieve permanent placement



# Orientation

- ▶ Two weeks in length-may need to increase
- ▶ Schedule fills up fast-be prompt when responding to Orientation e-mail
- ▶ Provide Group overview and EIT duties
- ▶ Bring in past EIT's for questions
- ▶ Sell your Group and be enthusiastic
- ▶ Avoid:
  - Too Many Acronyms
  - Giving too much detail, too many handouts
  - Being too technical-no classes!

# Schedule

- ▶ All EIT's rotate on the same date unless they are in the middle of a four month rotation
- ▶ Schedules are sent to Groups twice a year for planning
- ▶ Schedules do change
- ▶ Reminder e-mails are sent to Group representative prior to rotations

# Productive Member

- ▶ The EIT is to be a productive member of your team
- ▶ Give them a great experience
- ▶ When they leave your group, they need to know what engineer's do in your group
- ▶ Keep them busy
- ▶ Set an example and keep them accountable
- ▶ They may not select your group at the end but the experience is still very beneficial

# Evaluations

- ▶ Please evaluate the EIT
- ▶ Provide EIT with an honest evaluation
- ▶ Share and discuss the evaluation with the EIT
- ▶ Indicate if you want them back or not
- ▶ Return to Coordinator promptly-a promotion may be held up waiting on evaluations
- ▶ If Employee is a problem, bring it to Coordinator's attention immediately

# Recruiting Methods

- ▶ Direct Hire
- ▶ College Recruiting
  - Place Internet Ads In and Out of State
  - Attend Engineering Career Fairs at all in-State Universities
  - Contact with Advisors & Professors
- ▶ Summer Engineering Program
- ▶ Advertising
  - Newspapers
  - [AZStatejobs.gov](http://AZStatejobs.gov)



# Summer Engineer Program

- ▶ Lots of Interest in ADOT's Intern Program
- ▶ Utilize them as budget allows
- ▶ Keep them working and interested
- ▶ Evaluate as you would an EIT
- ▶ Accurate and timely document submittal
  - Intern needs
  - New Hire Documents
  - Transfers
  - Evaluations

# Questions?

